

**RESOLUTION NO. 2014 - 09**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE SETTING FORTH HOURS AND WAGES FOR THE WATER OPERATIONS SUPERINTENDENT AND WATER SERVICE SUPERVISOR CLASSIFICATIONS REPRESENTED BY THE TORRANCE PROFESSIONAL AND SUPERVISORY ASSOCIATION BEGINNING JANUARY 12, 2014.**

The City Council of the City of Torrance does hereby resolve as follows:

**SECTION I**

WHEREAS, the City and Torrance Professional and Supervisory Association have participated in the meet and confer process on the package for work hours and compensation for the Water Operations Superintendent and the Water Service Supervisor; and

WHEREAS, the City and Torrance Professional and Supervisory Association, have reached agreement on the package for work hours and compensation for the Water Operations Superintendent and the Water Service Supervisor;

NOW, THEREFORE, the City Council of the City of Torrance shall implement the compensation package for work hours and compensation for the Water Operations Superintendent and the Water Service Supervisor.

Signed this 9th day of January 2014.

**MANAGEMENT**

/s/ Aram Chaparyan

---

---

---

---

**TPSA**

/s/ Leslie Cortez

---

---

---

---

### **SECTION III**

***Effective January 12, 2014***

## **AMENDMENTS TO ARTICLE 3 - COMPENSATION**

### **ARTICLE 3 – COMPENSATION**

#### **SECTION 3.1 PAY RANGES AND CLASS TITLES**

##### **BASE HOURLY PAY RANGE**

##### **DELETE**

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Water Service Supervisor	29.12	30.56	32.11	33.71	35.39	37.16	39.02

Class Title	Step 1	Step 2	Step 3
Sr. Water Service Supervisor	42.77	44.91	47.16

##### **ADD**

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Water Service Supervisor <sup>^</sup>	33.66	35.34	37.11	38.97	40.91	42.96	45.11

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Water Operations Superintendent <sup>^^</sup>	43.99	46.19	48.50	50.92	53.47	56.14	58.95	61.90	64.99

<sup>^</sup> May move to Step 7 upon attainment of D5 certification.

<sup>^^</sup>May use the working title of Water Operations Manager and attain step 9 effective first pay period in July 2014.

#### **SECTION 3.2 PREMIUM PAY**

##### **D. Designated Assignments:**

~~5. Any Water Service Supervisor assigned coordinating responsibilities in Water Administration shall be paid a premium of 5% of base pay while so assigned.~~

~~11. Water Service Supervisors shall be eligible for premiums as noted in Attachment C.~~

##### **E. Certification Pay**

~~2. The Senior Water Service Supervisor who possesses certifications as listed in Attachment C shall receive premiums as designated.~~

## **ATTACHMENT C**

### **WATER CERTIFICATION PROGRAM EFFECTIVE AUGUST 19, 2003**

Members of the Torrance Professional and Supervisory Association shall seek to continue their education, improve their skills, keep themselves abreast of skills in their specific skill area, and obtain water certifications offered by the California Department of Health Services (CDOHS).

#### **I. Training Program – Initial Certification**

- A. When feasible, the City will bring in outside trainers for the initial training of various required modules, and conduct the training on-site at the City. The training classes will be conducted half on paid city time and half on the employees' unpaid time. These classes are voluntary for the Water employees.
- B. As soon as this agreement is signed by both parties, the Water Section will contact the trainers as to the timing of the classes and will transmit that information to the employees.

#### **II. Certification Program**

- A. The Senior Water Service Supervisor and the Water Service Supervisors who have obtained designated certifications issued by the CDOHS shall receive premiums as noted below with a maximum 15% attainable for an employee. The City shall provide the initial and ongoing test fees upon receiving a passing score for CDOHS certification examinations or fees associated with re-certification.
- B. Certificates must be maintained in accordance with re-certification provisions issued by CDOHS. (More information is included in Section I.)
- C. Current certification programs eligible for incentive premium pay include the following, with the premiums noted:

<b>Water Service Supervisor</b>		<b>Senior Water Service Supervisor</b>	
<b>Certification</b>	<b>Premium Amount</b>	<b>Certification</b>	<b>Premium Amount</b>
Water Treatment II	2.5%	Water Treatment III	2.5%
Water Treatment III	2.5%	Water Treatment IV	2.5%
Water Treatment IV	2.5%	Water Treatment V	2.5%
Water Treatment V	2.5%	Water Distribution IV	2.5%
Water Distribution III	2.5%	Water Distribution V	5.0%
Water Distribution IV	2.5%	Water Utility & Science Cert. <sup>1</sup>	5.0%
Water Distribution V	5.0%	USC Cross Connection Control Institute Certificate <sup>4</sup>	2.5%
USC Cross Connection Control Institute Certificate <sup>4</sup>	2.5%		
Supervision of Cross Connection Control Specialist <sup>2</sup>	2.5%		

Additional certification programs may be added to this list in the future.

- D. Certificates must be maintained in accordance with CDOHS requirements. Failure to maintain a certificate for which an employee's receiving educational incentive pay shall result in the loss of the premium pay. In addition, failure to maintain required certification puts an individual in non-compliance with requirements of the position, and that person cannot perform work for the Water Section. Employees must monitor the CDOHS ongoing

<sup>1</sup> Not included as part of the maximum 15% premium.

<sup>2</sup> The training for this certificate will be offered to all supervisors or the Senior Supervisor on a rotating basis, but the premium will be paid only when supervising the AFSCME employee assigned to the specific work. Not included as part of the maximum 15% premium.

